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**27—40.7(207) Protection of employees.** The following is incorporated by reference: 30 CFR Part 865, as in effect on July 1, 2010, with the following exceptions:

- **40.7(1)** Delete the words "Office of Hearings and Appeals" and insert the word "division".
- **40.7(2)** Delete the words "43 CFR Part 4" and insert the words "Iowa Code section 207.14". [ARC 9575B, IAB 6/29/11, effective 8/3/11]